

## The President's Commission on the Status of Women

Thursday, October 23, 2008

11:00 AM, CSU 202

### Minutes

**Attendance:** Gail Abraham, Maria Bevacqua, Julie Carlson, Sara Granberg-Rademacker, Jen Guyer-Wood, Carol Endres, Megan Hagerty, Linda Hanson, Shannon Jeffries, Carol Jensen, Deborah Jesseman, Elizabeth Lindstrom, Denise Thompson,

**Regrets:** Mary Dowd, Jane Earley

**Absent:** Suzanne Dugan, Luda Lindahl, Betty Young

1. Introductions
  - a. All present members were introduced.
2. Committee Assignments
  - a. Professional Development and Research Grants
    - i. Members: Elizabeth Lindstrom, Sara Granberg-Rademacker, Denise Thompson, Carol Endres, *Betty Young (Sara has requested via email her participation so that the committee has an IFO representative.)*
  - b. Listening Panel
    - i. Members: Elizabeth Lindstrom, Gail Abraham, Jen Guyer-Wood
  - c. Women of Courage and Vision Recognition Reception
    - i. Members: Elizabeth Lindstrom, Gail Abraham, Carol Jensen, Carol Endres, Meagan Hagerty
  - d. Poster Series
    - i. The commission agreed to eliminate this committee due to our limited budget for this year.
  - e. Bryn Mawr Summer Institute
    - i. Members: Elizabeth Lindstrom, Deborah Jesseman, Julie Carlson, Carol Jensen, Rosemary Krawczyk
  - f. Project of the Year Awards
    - i. Members: Elizabeth Lindstrom, Linda Hanson, Deb Schulz, Julie Carlson
  - g. Mentor Match Project

- i. Members: Elizabeth Lindstrom, Julie Carlson
  - h. Salary Equity
    - i. Members: Elizabeth Lindstrom, Maria Bevacqua, Deb Schulz, Sara Granberg-Rademacker
  - i. Point of contact
    - i. Members: Linda Hanson, Denise Thompson, Sara Granberg-Rademacker
- 3. President's Charge (official document was distributed)
  - a. "The Commission has identified an area of concern involving services available to victims and how to assist victims in finding the appropriate person/office to avail themselves of these services. I support an effort to provide a point of contact for victims to then be referred to an appropriate service office. I ask that Linda Hanson, Director of Affirmative Action and a member of the Commission on the Status of Women, study this issue and work with the Commission in providing me with a recommendation."
  - b. "I charge the Commission to continue to support recognition opportunities for women and to take the lead in continuing the solicitation of nominees and recommendation of candidates to attend the HERS Bryn Mawr Summer Leadership Institute for Women. I ask that the Commission also review and consider other leadership opportunities for women, including alternate programs supported by HERS or other organizations including the Elizabeth Kearney Women's Leadership Development Program. I am committed to funding participation of one University employee to participate in a HERS program or other significant leadership opportunity and if so recommended, one in the Kearney Women's Leadership Development Program. In addition, I ask the Commission to explore external funding options, i.e., grants and gifts, to support the Colorado HERS program."
    - i. The commission would like to advertise both options for the HERS Institute in order to make it more manageable for women on campus. The winner would then have the choice of which program to attend.
    - ii. The commission discussed the Elizabeth Kearney Women's Leadership Development Program and voiced that this was not meant for higher education purposes.
    - iii. Many members were not aware of this program. Elizabeth will find more information and send out to the commission in order to better inform them for future meetings.
    - iv. The commission discussed the external funding options and agreed that we currently do not have the time or resources for these activities. They agreed that we need more specific information on what this would entail in order to make a decision.

- c. "I applaud the Commission for the "Listening Panels" that were initiated last year and the implementation of a feedback form on the website. I request that these opportunities to provide input and relate concerns continue. "
  - d. "I encourage promotion of the availability of professional development and research grants and will work to increase funds available to the Commission for this purpose in future years as the current budget situation improves. "
  - e. "The Commission heard from students and employees at the Listening Sessions this past year several issues related to employment/student parenting, including: "lack of child care options; lack of part-time/ job-share employment opportunities; absence of student parent support services; parental leave options; general work/life balance concerns related to employment and parenting. I charge the Commission to develop a plan to address these concerns, realizing that Commission members would be working with others across campus that are also interested in or involved in these issues. Such offices/committees may include: Health and Wellness Strategic Priority Committee; Professional Development Committee; Human Resources; Student Affairs (Non-traditional Student Office)."
    - i. There is currently a committee on the Policy of Children in the Workplace on Campus that is investigating similar issues. Carol Jensen is on that committee and will represent commission and update them on any progress.
    - ii. Carol will get Elizabeth the information of the committee contact for future reference.
    - iii. Linda Hanson is on the "Great Place to Work" Committee and will represent the commission in her involvement. She will keep the commission updated on any progress in regards to these issues.
  - f. The Chancellor has identified a need to recruit more students in the STEM (science, technology, engineering and math) areas. It is important that women be recruited for these fields. I would ask the Commission to work with the Enrollment Management Committee and the MNCEME to determine how the Commission can assist in recruiting and retaining women students in these fields or how the University can reach middle/high school students to encourage study in these fields.
    - i. Susan and Denise were involved in this last year. Jen will be contacting these committees in order to receive an update on what we can do for retention purposes.
    - ii. Commission feels that it is our role to help with retention but not necessarily recruitment.
4. Budget
- a. The Commission has a \$7,000 budget for the year. The amount of grant money has been cut from \$4,469 last year to \$3,000. With grants included the commission has \$5,977 left for the year.

- b. The Women of Courage and Vision Recognition Reception is allocated \$1000 each year from the commission. The committee is encouraged to cut costs if possible to conserve our funds.
  - c. In order to conserve money the commission would like to eliminate individual postcards for each event and send out a twice yearly list of events and information. This could be in the form of posters or also emails.
- 5. Market Plan
  - a. Commission is encouraged to keep this plan in mind when preparing publicity for events and committee information.
- 6. HERS options
  - a. This was discussed during the President's Charge information.

Minutes submitted by Elizabeth Lindstrom